

INTEGRATED MANAGEMENT SYSTEM (IMS) STRATEGY

IMS = Integrated management system = management of quality, safety, fire protection and environmental protection processes.

- Implementing profitable production in accordance with relevant customer requirements, specifications and legal regulations.
- Delivering better products and services than competitors with adequate occupational safety and environmental protection.
- Improving IMS and its processes, thereby achieving zero errors and long-term stability and prosperity.

IMS POLICY

supports the IMS Strategy and the Organization Context. Defines the principles of corporate governance:

- 1) **Process management.** Regular measurement and evaluation of process results creates room for further improvement.
- 2) **Risk analysis.** Limiting the impact of emergency situations in the IMS areas.
- 3) **Continuous improvement.** Improving all activities, processes and products. Analyzing and eliminating the causes of deficiencies.
- 4) **Stakeholder needs and expectations.** Monitoring, understanding and consequently making best efforts to fulfill them.
- 5) **Employee motivation.** The importance of every employee principle. Development of the worker's personal relationship with the company.

To ensure the IMS Policy, the Company's management is committed to:

- Create conditions and provide resources for continuous improvement of the IMS performance
- Manage and motivate staff to improve IMS
- Comply with all mandatory obligations
- Establish the Employee Code of Ethics and the Corporate Social Responsibility Policy, including anti-bribery policies, the Employee rules of conduct and ethics escalation policies, and insist on their compliance.
- Check compliance with the obligations

Each employee is obliged to escalate incidents against the IMS Policy to his/her manager. If he/she does not have confidence in the matter, he/she can escalate the incident to higher level, in extreme cases up to the level of the Chairman of the Board of Directors or use trust boxes.

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